

## FINAL RECOMMENDATION

January 22, 2001

### **Recommendation of the Action Plan Team: Leadership and Communications for Issue 2 – 1, Item #86 (page 26 of the Action Plan):**

**Summary:** (verbatim from the Action Plan)

“Develop strong organizational linkage (communication/coordination) between and among USFA components.”

#### **Recommendation:**

1. Craft a mission statement that clearly defines the USFA as the umbrella organization of the National Fire Academy, management and technology activities and logistical support.
2. Articulate a vision for the organization that conveys a sense of purpose and direction to staff.
3. Create and implement an organizational structure to accomplish the USFA mission and vision statements, with emphasis on interconnectivity of tasks and functions and teamwork to produce program deliverables.

#### **Target Date**

Completed

Completed

Completed

#### **Background:**

Traditionally, horizontal and vertical communication between USFA elements did not always provide for effective coordination of product deliverables, resulting in duplication of effort, missed opportunities for the Fire Service, and ineffective/inefficient use of available resources.

See the document, *United States Fire Administration Transformation - August 23, 2000*

#### **Conclusion:**

Implementation of the above recommendations will result in a redefinition of reporting relationships so that working relationships can be improved in terms of empowerment, delegation of authority and accountability, facilitating better communication and coordination between and among USFA components.

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